Proposed Synopsis for Ph.D. Pre-registration Seminar

Impact of Emotional Intelligence on Relationship Satisfaction and Conflict Resolution of Working Women in South Andaman District

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1.0. Introduction

1.1. State of The Art

In today's fast-paced and complex world, emotional intelligence (EI) has emerged as a key factor influencing the personal and professional lives of working women. As we continue to deepen our understanding of emotions through advances in neuroscience and psychology, it becomes clear that EI plays a pivotal role in relationship satisfaction and conflict resolution. Emotionally intelligent women are better equipped to navigate the intricacies of work and home life, fostering stronger connections and more fulfilling relationships. Their ability to perceive, understand, and manage emotions of both their own and others enable them to communicate more effectively, resolve conflicts with empathy, and maintain emotional balance in challenging situations. As we continue to explore the impact of EI, it becomes evident that emotional intelligence is a vital resource for working women, nurturing both their personal well-being and professional success.

1.2. Conceptual Framework of the Study

1.2.1. Concept of Emotional Intelligence

Emotional Intelligence (EI), also known as Emotional Quotient (EQ), refers to the ability to recognize, understand, manage, and influence emotions in oneself and others. The concept was introduced by psychologists Peter Salovey and John Mayer and later popularized by Daniel Goleman. EI is considered crucial for personal, professional, and social success as it affects how we interact with others, make decisions, and manage stress.

EI comprises five key components:

1. Self-Awareness: The ability to recognize and understand one's emotions and their effect on thoughts, behaviours, and performance. Self-awareness helps individuals make informed decisions and respond appropriately to situations.

2. Self-Regulation: This involves controlling or redirecting disruptive emotions and impulses, maintaining emotional balance, and adapting to changing circumstances. Self-regulation leads to greater stability and clearer thinking under pressure.

3. Motivation: The internal drive to achieve goals for personal fulfilment rather than external rewards. Highly motivated individuals are persistent, optimistic, and focused, even when facing obstacles or setbacks.

4. Empathy: Empathy is the capacity to recognize and understand the emotions of others. It enables individuals to respond to others with compassion and understand their needs, which enhances interpersonal relationships and communication.

5. Social Skills: This refers to the ability to manage relationships, build rapport, and influence others in positive ways. Strong social skills include effective communication, teamwork, conflict resolution, and leadership.

Emotional intelligence (EI) according to popular psychologists:

Peter Salovey and John D. Mayer (1990) define emotional intelligence as the ability to monitor one's own and others' emotions, to discriminate between different emotions, and to use this information to guide one's thinking and actions. According to their model, EI involves four key abilities: perceiving emotions, using emotions to facilitate thinking, understanding emotions, and managing emotions.

Daniel Goleman (1995) expanded on the work of Salovey and Mayer, defining emotional intelligence as the ability to recognize and understand one's own emotions and the emotions of others, to motivate oneself, and to manage emotions effectively in both oneself and in relationships. He identified five key components: self-awareness, self regulation, motivation, empathy, and social skills.

David Caruso (2002), a collaborator with Salovey and Mayer, defines EI as the ability to reason effectively with emotions. This involves using emotional information to enhance thought and decision-making, to facilitate problem-solving, and to effectively navigate social situations.

1.2.2. Concept of Relationship Satisfaction

Relationship satisfaction refers to how happy and contented someone feels in their relationship. It is about how well the relationship meets their emotional and social needs, such as feeling loved, trusted, supported, and respected by their partners. A satisfied person feels good about the connection they share and that their needs are being understood and met.

Several factors contribute to relationship satisfaction, including communication, where both partners express their feelings openly and honestly; emotional support, where they help each other through tough times; and conflict resolution, where disagreements are handled calmly and respectfully. Mutual respect and shared goals also played a significant role. When both partners feel valued and understood, their relationship tends to be stronger. Overall, relationship satisfaction depends on how well people work together to create a supportive and positive bond that fulfils their emotional needs.

Definitions of relationship satisfaction by popular psychologist

John Gottman (1999), a well-known psychologist in the field of marital relationships, defines relationship satisfaction as the overall sense of contentment and fulfilment experienced by partners in a relationship. It is influenced by factors such as effective communication, emotional support respect, and how couples manage conflicts. Gottman emphasized the importance of maintaining a "positive sentiment override," meaning that couples have more positive interactions than negative ones.

Harville Hendrix (1988) defines relationship satisfaction as the ability of partners to maintain emotional intimacy and meet each other's emotional needs. He believes that couples find satisfaction when they can resolve conflicts in a way that fosters growth and connection rather than creating emotional distance.

Robert Sternberg (1986) Triangular Theory of Love identifies three components of love that contribute to relationship satisfaction: intimacy, passion, and commitment. He argued that satisfaction is achieved when these components are balanced, with each partner feeling emotionally connected (intimacy), physically attracted (passion), and committed to maintaining the relationship (commitment).

Karen Horney (1950s) work on human motivation suggests that relationship satisfaction depends on the fulfilment of emotional needs, such as affection, approval, and a sense of security. She believed that if individuals feel that their emotional needs are being met by their partners, they will experience a sense of satisfaction and contentment in the relationship.

1.2.3. Concept of Conflict Resolution

Conflict resolution is the process of addressing and resolving disputes between individuals, groups, or organizations in a constructive manner. This involves understanding the underlying causes of the conflict, facilitating communication between the involved parties, and finding a

mutually acceptable solution. Conflict is a natural part of human interaction, and effective conflict resolution is crucial for maintaining relationships, improving cooperation, and ensuring the smooth functioning of various systems, such as workplaces, communities, and even international relations. This process typically involves several steps.

1. Identifying the issue: Understanding the root causes of the conflict is essential. This involves listening to each party's perspective and identifying the needs, concerns, and interests.

2. Open communication: Encouraging honest and respectful communication is crucial. Active listening helps all parties feel heard and valued, which reduces misunderstanding.

3. Exploring solutions: Once the issue is identified, different potential solutions are explored, allowing for creative problem-solving.

4. Negotiation and compromise: The parties negotiate to find a resolution that is acceptable to all, often requiring each party to make concessions.

5. Implementation: Once an agreement is reached, it is important to put the solution into action, ensuring that all parties follow their commitments.

Various methods of conflict resolution exist, including collaboration, where both parties work together to find a mutually beneficial solution; compromise, where each party gives up something; and mediation, where a neutral third party facilitates the resolution process.

The ultimate goal of conflict resolution is to prevent escalation, reduce tension, and foster respect and cooperation. By constructively addressing conflicts, individuals and organizations can build stronger, more positive relationships, leading to better outcomes and overall well-being.

1.2.4. Concept of Working Women

Working women engage in paid employment across various sectors, contributing to both the economy and society. Traditionally, women were expected to focus on homemaking; however, over time, more women have joined the workforce in diverse roles, breaking barriers in numerous fields. Women are employed in various sectors such as

- Service Sector: Healthcare (nurses, doctors), education (teachers, principals), retail (sales staff, customer service), and hospitality (hotel staff and event planners).
- Corporate Sector: Business management (CEOs, HR professionals), finance (bankers, accountants), and IT (software developers and data scientists).

- Agriculture: Farmworkers, agricultural specialists, and rural entrepreneurs.
- Creative and Arts: Journalists, artists, designers, and performers.
- Government and Public Sector: Civil servants, law enforcement, and social workers.
- Entrepreneurship: Women owning businesses in areas such as ecommerce, fashion, and consulting.
- Working women play a critical role in driving economic growth and societal progress in all sectors.

1.3. Review of Literature

A review of literature is an important part of any research study. It helps us understand what has already been studied about the topic, identify gaps in knowledge, and explain why the current study is needed. For the topic "Impact of Emotional Intelligence on Relationship Satisfaction and Conflict Resolution of Working Women of South Andaman District," this review of literature will look at studies about emotional intelligence, relationship satisfaction, and conflict resolution.

1.3.1. Studies related to Emotional Intelligence and Relationship Satisfaction:

Anyamene and Etele (2024) investigated the relationship between emotional intelligence (EI) and marital satisfaction among 1,344 married teachers in Anambra State, Nigeria, using a correlational research design. Data were collected using the Emotional Intelligence Scale (EIS) and Index of Marital Satisfaction (IMS), both with high reliability coefficients (EIS: 0.89, IMS: 0.96). Analysis via Pearson correlation and regression revealed a significant but low positive relationship between EI and marital satisfaction. The study recommended that counsellors provide periodic seminars and counselling sessions to help married teachers develop habits and attitudes that enhance marital satisfaction, promoting better mental and physical health.

Wollny, Jacobs, and Pabel (2019) explored the relationship between Trait Emotional Intelligence (TEI), dyadic coping, and relationship satisfaction among 136 heterosexual couples in Germany. Using the Trait Emotional Intelligence Questionnaire-Short Form (TEIQue-SF) and the Dyadic Coping Inventory (DCI), they applied the Actor-Partner Interdependence Model (APIM). The study found that higher TEI improved relationship satisfaction for both individuals, with stronger effects for the self. Positive and shared dyadic coping played a significant role in this relationship, while negative coping had a smaller impact.

Even after controlling for Big Five personality traits, TEI remained important for relationship satisfaction, emphasizing its role in enhancing relationship quality.

Eslami et al. (2014) explored the relationship between emotional intelligence (EI) and marital satisfaction among 226 married individuals in Isfahan, divided into two groups: those with marital conflicts (114) and those with marital satisfaction (112). Using the Bar-On Emotional Intelligence Scale and ENRICH Marital Satisfaction Scale, the study found that individuals with marital satisfaction had significantly higher EI scores (67.2 ± 9.5) compared to those with conflicts (57.3 ± 13.2). A positive correlation ($r = 0.529$, $P < 0.001$) between EI and marital satisfaction was observed. The study suggested that improving EI could enhance marital relationships, recommending EI programs in educational and family interventions.

Smith et al. (2008) explored the relationship between emotional intelligence (EI), conflict communication patterns, and relationship satisfaction among 82 cohabiting heterosexual couples in Australia. Using the Trait Emotional Intelligence Questionnaire-Short Form (TEIQue-SF), the Communication Patterns Questionnaire (CPQ), and the Perceived Relationship Quality Components (PRQC) Inventory, the study found that higher EI scores, both self-reported and partner-estimated, were positively associated with constructive communication and greater relationship satisfaction. Conversely, avoidance and withholding communication patterns were linked to dissatisfaction. Actor variables, such as self-rated EI, were stronger predictors of satisfaction than partner variables. The study highlighted the role of emotional awareness and effective conflict resolution in improving relationship quality, stressing the importance of constructive communication and EI utilization for long-term relationship success.

1.3.2. Studies related to Emotional Intelligence and Conflict Resolution:

Shkëmbi and Treska (2024) investigated the relationship between Emotional Intelligence (EI) and conflict resolution strategies among 280 administrative employees at the University of Tirana. Using the Emotional Quotient Inventory (EQ-I 2.0) and the Thomas-Kilmann Conflict Mode Instrument (TKI), the study found that accommodation, avoidance, and compromise were the most commonly used conflict resolution strategies. Females demonstrated higher EI levels and preferred collaborative styles, while employees in the Social Sciences Department showed significantly higher EI scores, favoring accommodating and compromising strategies. Regression analysis confirmed a positive correlation between EI and conflict resolution strategies, emphasizing EI's role in enhancing interpersonal harmony and organizational well-

being. The study highlights the importance of EI in managing workplace conflicts and promoting effective conflict resolution in organizational environments.

Skordoulis et al. (2020) explored the role of emotional intelligence (EI) in conflict resolution among 130 secondary school teachers in Greece. Using a structured questionnaire based on the Wong and Law Emotional Intelligence Scale (WLEIS) and the Organizational Communication Conflict Instrument, the study applied ANOVA and Pearson's correlation for analysis. The results showed that higher EI scores were associated with fewer workplace conflicts. Solution-oriented conflict resolution methods were preferred, with a moderate correlation to EI dimensions such as Others' Emotion Appraisal (OEA). Gender had a limited influence, although males showed better emotional regulation than females. Overall, the study highlighted the positive impact of EI on collaborative conflict management and its negative correlation with conflict frequency, emphasizing its role in fostering workplace harmony and effective communication.

Pandey et al. (2015) studied the impact of Emotional Intelligence (EI) on conflict resolution styles among 99 employed professionals in India, using a 46-item questionnaire and statistical analyses via SPSS and Excel. The study found that individuals with higher EI scores preferred an avoiding conflict resolution style, while those with lower EI scores leaned toward compromising. Women exhibited higher EI levels and greater diversity in conflict resolution strategies compared to men, who predominantly used avoiding styles. EI scores increased with age up to 35 years but declined thereafter. Additionally, experienced professionals favored competing styles, whereas less experienced individuals preferred accommodating or avoiding approaches. The study emphasized EI's importance in recruitment, team building, and managing workplace conflicts effectively.

1.3.3. Studies related to Relationship Satisfaction and Conflict Resolution:

Ali et al. (2024) investigated the relationship between conflict resolution, psychological well-being, and marital satisfaction among 100 spouses of working individuals in Faisalabad, Pakistan. Using a cross-sectional design and convenience sampling, data were collected via Urdu-translated versions of the Brief Cope Inventory, Ryff's Psychological Well-Being Scale, and Dyadic Marital Adjustment Scale. Pearson correlation showed significant positive relationships among the variables. Regression analysis identified psychological well-being as a key predictor of marital satisfaction, with conflict resolution having a moderate influence. Gender differences were noted, with men scoring higher in conflict resolution strategies,

though no significant differences were found in psychological well-being or marital satisfaction. The study highlights the importance of conflict resolution and psychological health in improving marital outcomes.

Chen, Xu, and Phillips (2019) investigated the relationship between emotional intelligence (EI) components and conflict management styles among 885 Chinese managers in Dalian using the Wong and Law Emotional Intelligence Scale (WLEIS) and Rahim's conflict management styles framework. Results revealed that managers' EI and conflict styles varied based on hierarchical levels and conflict parties. Junior and female managers preferred dominating styles with subordinates, while male managers dominated conflicts with peers. Public sector managers used to integrate, avoiding, obliging, and compromising styles. Effective emotion regulation influenced obliging and compromising styles. The study recommended EI training for managers to enhance workplace conflict resolution.

Krishnakumar et al. (2019) investigated the role of emotional intelligence (EI) in conflict resolution and interpersonal problem-solving across three survey-based studies using the North Dakota Emotional Abilities Test (NEAT), which measures work-related EI. Study 1 (n = 94) found a positive correlation between NEAT scores and constructive motivations. Study 2 (n = 92) linked higher EI to conflict handling strategies favoring mutual interests. Study 3 (n = 90) highlighted the role of EI in promoting helpful workplace behaviors under stress. The findings emphasized the value of EI in enhancing conflict resolution and mediation, suggesting its importance in workplace training programs.

Pooya et al. (2013) explored the relationship between emotional intelligence (EI) and conflict management strategies among 79 employees of a gas company in Iran using a 55-item questionnaire. EI was measured across self-awareness, empathy, self-regulation, motivation, and social skills, while conflict management was assessed using problem-solving, bargaining, and control styles. Results indicated a negative relationship between EI and problem-solving and bargaining styles, while no significant relationship was found with control style. The study emphasized the importance of enhancing EI to foster constructive conflict resolution and suggested further research on personal traits and innovation as additional influencing factors in conflict management.

Ayenew (2016) investigated the relationship between conflict resolution styles and relationship satisfaction among 306 couples in Addis Ababa, Ethiopia. Using the Rahim Organizational Conflict Inventory-II (ROCI-II) and the Relationship Assessment Scale (RAS), the study

analyzed data through Pearson correlation and regression. Results showed that functional conflict resolution styles, such as integrating and compromising, were positively associated with relationship satisfaction, while dysfunctional styles, like dominating and avoiding, negatively affected satisfaction. Income level significantly influenced conflict resolution styles and relationship satisfaction, while education level had no significant impact. Gender differences emerged, with men favoring integrative approaches and women occasionally using dominant strategies. The study highlighted the need for counselling to enhance conflict management skills for healthier relationships.

1.3.4. Few Other Works:

Ahmad et al. (2024) examined how emotional intelligence (EI) and work-life balance (WLB) influence job stress among Indian career women. The study highlighted WLB as the ability to manage personal and professional demands, often challenged by workplace pressures. Findings revealed that EI significantly affects role efficacy, with emotionally intelligent individuals better managing their emotions to maintain balance. The research emphasized the importance of fostering workplace cultures that support employees' personal lives and regularly reviewing work practices to reduce stress and inefficiency. The study suggests that enhancing EI and addressing WLB challenges can improve career women's overall job satisfaction and productivity.

Ashaq et al. (2024) investigated the impact of emotional intelligence (EI) and work-life balance (WLB) on job stress among Indian career women. The study defined WLB as managing personal and professional responsibilities, often challenged by workplace demands. Findings emphasized the role of EI in enhancing role efficacy, with emotionally intelligent individuals better regulating emotions to maintain balance. The study highlighted the need for organizations to foster supportive work cultures and regularly review practices to minimize stress and inefficiency. It concluded that improving EI and addressing WLB challenges could significantly reduce job stress and enhance the professional growth of women.

Rema and Gupta (2021) explored the relationship between emotional intelligence (EI) and subjective well-being (SWB) among 103 working women in India. Using purposive sampling, data were collected through EI and SWB questionnaires. EI was measured across self-awareness, managing emotions, motivation, empathy, and social skills, while SWB included satisfaction with life, work, economic conditions, and emotions. Pearson correlation revealed a significant positive relationship (r=0.5) between EI and SWB, with managing emotions

identified as a key challenge for working women. Regression analysis emphasized the potential of EI in enhancing well-being. The study highlighted the need for targeted interventions, such as training programs, to address workplace stressors and societal pressures, promoting better emotional and professional outcomes for women.

Anitha and Swaranalatha (2016) examined the impact of emotional intelligence (EI) on the subjective well-being of 546 women entrepreneurs in Coimbatore City. Using standard tools and SPSS for analysis, techniques like ANOVA, correlation, regression, and discriminant analysis were applied. The findings revealed a significant relationship between EI and well-being, with social skills being the most influential EI component. Regression analysis showed that EI explained 23% of the variance in subjective well-being. The study emphasized that enhancing EI elements, such as self-management and social skills, could improve well-being and performance. It concluded that targeted emotional training programs could play a vital role in fostering better personal and professional outcomes for women entrepreneurs, contributing to business success.

Ahmad, Bangash, and Khan (2009) examined gender differences in emotional intelligence (EI) among 160 participants (80 males and 80 females) from N.W.F.P using snowball sampling. Demographic data were collected through a personal information sheet, and EI was measured using the Emotional Quotient Inventory (EQ-i). Results indicated that males scored significantly higher on EI compared to females ($t = 4.522$, $p < .01$). The study highlighted the need to address gender disparities in EI, suggesting interventions to enhance emotional skills, particularly for females, to foster better emotional well-being and interpersonal effectiveness.

2.0 Problem to be investigated

In the proposed Ph.D. research entitled, "The Impact of Emotional Intelligence on Relationship Satisfaction and Conflict Resolution of Working Women of South Andaman District," the researcher aims to investigate the influence of emotional intelligence (EI) on relationship satisfaction and conflict resolution.

3.0. Objectives of the investigation and motivation

3.1. Objectives of the proposed research

1. To assess the levels of Emotional Intelligence (EI) among working women in the South Andaman District.

2. To investigate the impact of Emotional Intelligence on the choice of conflict resolution strategies.
3. To analyze the moderating effects of socio-demographic factors (age group, work sector, marital status, and education level) on the relationships between emotional intelligence, relationship satisfaction, and conflict resolution strategies.
4. To compare the levels of relationship satisfaction and preferred conflict resolution styles across different levels of emotional intelligence, work sectors, and age groups.
5. To examine the relationship between Emotional Intelligence and Relationship Satisfaction among working women.

3.2. Motivation of The Research

The motivation for this research comes from understanding the unique challenges faced by working women in South Andaman. These women often deal with the stress of balancing work, family, and societal expectations. This can lead to difficulties in maintaining healthy relationships and resolving conflicts, both at home and at work.

Emotional Intelligence (EI) plays a key role in managing emotions and understanding the feelings of others. It helps individuals handle stressful situations, communicate better, and resolve conflicts more effectively. By developing EI, working women can improve their ability to cope with emotional challenges and build stronger relationships with others.

This research aims to explore how EI can help working women in South Andaman manage their relationships and conflicts better. By looking at the connection between EI, relationship satisfaction, and conflict resolution, the study hopes to show how EI can empower women to handle their emotional and social challenges more effectively. Ultimately, this research seeks to improve the quality of life for working women by providing them with valuable tools to create healthier relationships and achieve greater balance between their personal and professional lives.

4.0 Research Hypotheses

H1. Levels of Emotional Intelligence (EI) will vary among working women in the South Andaman district.

H2. Emotional intelligence significantly predicts the choice of conflict resolution strategies among working women in the South Andaman District.

H3. Socio-demographic factors (age group, work sector, marital status, and education level) significantly moderate the relationship between emotional intelligence and relationship satisfaction.

H4. Socio-demographic factors (age group, work sector, marital status, and education level) significantly moderate the relationship between emotional intelligence and conflict resolution strategies.

H5. Working women with higher levels of emotional intelligence experience significantly greater relationship satisfaction compared to those with lower levels of emotional intelligence.

H6. The use of conflict resolution strategies differs significantly between working women with high and low levels of emotional intelligence.

H7. Levels of relationship satisfaction vary significantly across work sectors and age groups.

H8. Preferred conflict resolution styles differ significantly across different age groups and work sectors.

H9. There is a significant positive correlation between emotional intelligence and relationship satisfaction among working women in the South Andaman District.

5.0 Research Design and Methodology

This section outlines the research framework, covering sample selection, variables, criteria, data collection methods, and data analysis procedures.

5.1 Sample

The study will adopt a 2x2x2 factorial design to examine the impact of emotional intelligence (EI) on relationship satisfaction and conflict resolution strategies among working women in South Andaman District.

5.1.1. Population: The target population comprises working women in the South Andaman District. These women will be employed in either government or private sectors, and their ages will range from 25 to 45 years.

5.1.2. Sample Size: The total sample size will consist of 280 participants, divided equally among eight subgroups of 35 participants each, based on the three independent variables (EI, work sector, and age group).

5.1.3. Sampling Method: Purposive sampling will be employed to ensure the inclusion of women with diverse demographic and professional backgrounds.

5.2 Variables

Independent Variable:

1. Emotional Intelligence (EI): High vs. Low

2. Work Sector: Government vs. Private
3. Age Group: 25–35 vs. 45-55

Dependent Variables:

1. Relationship Satisfaction: Measured using the Relationship Assessment Scale (RAS).
2. Conflict Resolution Strategies: Assessed through the Conflict Style Assessment Inventory.

Controlled Variables:

1. Marital Status (to account for potential differences in relationship satisfaction).
2. Education Level (to control for differences in awareness and ability to regulate emotions).
3. Occupation Type (to minimize variability within the work sector).

Table 1: Sample Design

Emotional intelligence		**High**		**Low**		**Total**
Work Sector		**Government**	**Private**	**Government**	**Private**	
Age Group	**25-35**	35	35	35	35	140
	45-55	35	35	35	35	140
Total		**70**	**70**	**70**	**70**	**280**

5.3 Criteria

5.3.1 Inclusion Criteria:

- Women currently employed in government or private sectors in South Andaman District
- Women residing in South Andaman District
- Women aged 25–55 years
- Minimum educational qualification: 12th grade
- Participants who can read and understand English (as the tools are in English).

- In a committed relationship (married or long-term partnership)

5.3.2 Exclusion Criteria:

- Women not residing in South Andaman District
- Women not employed in South Andaman District
- Individuals unwilling to participate in the study
- Women aged below 25 or above 55 years
- Educational qualification below 12th grade
- Women who are single, widowed, or not in a long-term relationship

6.0. Sources of Data and Tools for Data Collection

6.1. Tools for Data Collection

1. Personal Data Questionnaire

This questionnaire will be prepared by the researcher in English language to gather demographic and background information about the respondents, including their name, age, gender, marital status, education level, occupation, and work experience.

The following tools have been selected for their alignment with the study's objectives and their established reliability and validity:

2. The Wong and Law Emotional Intelligence Scale (WLEIS)

The Wong and Law Emotional Intelligence Scale (WLEIS), developed by Wong and Law (2002), comprises 16 items that assess emotional intelligence across four dimensions: Self-Emotional Appraisal (SEA), Others' Emotional Appraisal (OEA), Use of Emotion (UOE), Regulation of Emotion (ROE). This test has been written in English language.

Responses are recorded on a 7-point Likert scale ranging from 1 (strongly disagree) to 7 (strongly agree). Higher scores indicate greater emotional intelligence. The scale demonstrates high reliability (Cronbach's alpha = 0.79 to .86) and validity and is available in English for adult participants. Age range is 18 and above.

3. Relationship Assessment Scale (RAS)

The Relationship Assessment Scale (RAS), developed by Hendrick (1988), is a 7-item scale designed to measure overall relationship satisfaction. Participants respond on a 5-point Likert scale, ranging from 1 (strongly disagree) to 5 (strongly agree). Higher scores indicate greater

satisfaction. The scale exhibits good reliability (Cronbach's alpha = 0.86) and has been validated across diverse populations. Age range is 18-58. This test has been written in English language.

4. Rahim Organizational Conflict Inventory-II (ROCI-II)

The Rahim Organizational Conflict Inventory-II (ROCI-II), developed by Rahim (1983), assesses conflict management styles based on Rahim's dual-concern model. It evaluates five dimensions of conflict management:

I. Integrating (Problem-Solving): Collaborative solutions for mutual benefit.
II. Obliging (Accommodation): Prioritizing the other party's needs.
III. Dominating (Competition): Asserting one's position to prevail in the conflict.
IV. Avoiding: Withdrawing from the conflict without addressing it.
V. Compromising: Striking a balance where both parties make concessions.

The inventory includes 28 items scored on a 5-point Likert scale, ranging from 1 (strongly disagree) to 5 (strongly agree). It demonstrates strong psychometric properties, with reliability coefficients (Cronbach's alpha) ranging from 0.72 to 0.85, and has been validated across various cultural and organizational contexts. Age range is 18 and above. This test has been written in English language.

6.2. Sources of Data

- **Primary Data:** Data will be collected through surveys and questionnaires administered to working women in South Andaman District. Data collection will be done face-to-face and online, depending on participant availability. Participants will be contacted through their workplaces and community organizations.
- **Secondary Data:** Relevant secondary sources, such as journal articles, government reports, and previous research on emotional intelligence, relationship satisfaction, and conflict resolution strategies, will provide theoretical and contextual support for the study.

6.3. Pilot Study:

A pilot study with a small sample (approximately 20 participants) will be conducted to test the feasibility and clarity of the instruments and methodology.

6.4. Ethical Considerations:

Participant anonymity and confidentiality will be strictly maintained throughout the study.

7.0. Data Analysis

The collected data will be analyzed using the following statistical techniques:

1. **Descriptive Statistics:** Frequency, mean, and standard deviation
2. **ANOVA (Analysis of Variance):** 2x2x2 factorial ANOVA will examine the main and interaction effects of the independent variables (Emotional Intelligence, Work Sector, and Age Group) on relationship satisfaction and conflict resolution strategies.
3. **Correlation Analysis:** Pearson's correlation coefficient will explore the relationships between emotional intelligence, relationship satisfaction, and conflict resolution strategies.
4. **Regression Analysis:** Multiple regression analysis will assess how well emotional intelligence predicts relationship satisfaction and the use of conflict resolution strategies, considering work sector and age group as moderators.
5. **Graphical Representation:** The results will be represented graphically (bar charts, scatter plots, and interaction plots) to visually present significant relationships and interactions between variables.
6. **Effect Size:** Calculated to measure the strength of the effects observed in ANOVA and regression analyses.

8.0. Significance of the Study

This study examines the Impact of Emotional Intelligence (EI) on Relationship Satisfaction and Conflict Resolution among working women in South Andaman District, highlighting how EI affects both personal and professional aspects of their lives. In South Andaman, working women face unique challenges in balancing work, family, and societal expectations. By focusing on EI, this research aims to demonstrate how it enhances relationship satisfaction and provides effective conflict resolution skills.

Emotional intelligence helps individuals manage their emotions, communicate better, and handle stress, all of which are crucial for healthy relationships and resolving conflicts. This study emphasizes the importance of EI as a tool for improving emotional well-being and relational harmony among working women in this region. The findings will offer valuable insights for creating interventions, training programs, and policies to strengthen EI in working women, guiding organizations and policymakers in supporting women's emotional resilience and fostering healthier relationships.

9.0. Its Relevance to the Present-Day Problem and Need to Society

In today's fast-paced world, working women often navigate the dual challenge of managing professional responsibilities while maintaining healthy relationships at home and in social settings. The increasing complexity of work demands, family roles, and societal expectations can lead to significant stress, contributing to conflicts and relationship dissatisfaction. Emotional Intelligence (EI) has emerged as a vital skill in addressing these challenges, enabling individuals to manage emotions and interactions effectively.

In South Andaman District, where traditional roles coexist with modern influences, working women face unique pressures in balancing family, work, and personal relationships. This study aims to explore how EI can help these women manage such challenges, improve relationship satisfaction, and enhance conflict resolution skills.

The study's findings may contribute to a broader understanding of the role EI plays in supporting the well-being of working women. By examining its impact on relationship satisfaction and conflict management, the research can inform interventions and guide policymakers and employers in fostering supportive environments that encourage the development of EI, promoting both personal and professional growth.

10.0. Contribution to Existing Knowledge

This research aims to enhance understanding by addressing significant gaps in the current body of knowledge. By focusing on working women in the South Andaman District, it provides a contextual understanding of emotional intelligence (EI) within a unique and underexplored sociocultural setting. The study bridges the gap between EI and its specific effects on relationship satisfaction and conflict resolution, areas that remain relatively uncharted in psychological research. The findings are expected to have practical applications, informing the development of interventions, workshops, and policies designed to empower women in managing work-life balance and emotional challenges effectively. Additionally, the study contributes to the broader societal discourse on gender equity and emotional resilience, offering actionable insights to foster well-being among working women. Furthermore, by exploring the role of socio-demographic factors, this research lays a solid foundation for future studies on similar populations or other marginalized groups, extending its academic and practical significance.

11.0. Future Work

The findings of this research can guide future investigations in several important areas. Insights from the study can inform the development of emotional intelligence training programs tailored for women in professional settings, enhancing their relationship skills and conflict resolution abilities. Expanding the research to other regions or cultural contexts could provide valuable cross-cultural comparisons, highlighting variations in the influence of EI on relationship outcomes. Longitudinal studies could further explore the long-term impact of EI development programs on relationship satisfaction and conflict resolution. Similar research can also be extended to other marginalized groups, such as tribal women, women in non-traditional occupations, or those in leadership roles, broadening the scope of understanding. Additionally, examining the role of workplace dynamics, including policies, team interactions, and organizational culture, could uncover how these factors interact with EI to shape personal relationships. These directions ensure that the current findings inspire actionable interventions and continued advancements in the field of emotional intelligence research.

12.0. Tentative Chapters

This research will be structured into six chapters, excluding the References and Appendix sections. The References section will follow APA 7th edition guidelines, including DOI links where applicable.

Chapter 1: Introduction

Chapter 2: Review of Literature

Chapter 3: Research Design and Methodology

Chapter 4: Data Analysis and Interpretation

Chapter 5: Findings, Discussions, and Implications

Chapter 6: Summary and Conclusions

References

Appendix

Note: *The synopsis structure, as it currently stands, is tentative and may be revised as research advances.*

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